



# County of Fairfax, Virginia

## MEMORANDUM

**DATE:** February 7, 2018

**TO:** Board of Supervisors

**FROM:** Bryan J. Hill *B Hill*  
County Executive

**SUBJECT:** Fairfax County Fire and Rescue Department Allegations

As your County Executive I am investigating the allegations made by Fairfax County Fire and Rescue Department Battalion Chief Kathleen Stanley in her Monday, January 29 resignation as interim Women's Program Officer for the department. I will provide a full report to the Board of Supervisors and make the results of the investigation public upon completion. Our goal is to ensure each allegation made by Battalion Chief Stanley is reported, investigated and reviewed in accordance with Fairfax County policies and procedures.

In February 2017 the county released the results of an independent, third-party [cultural assessment of the department](#), which identified issues related to leadership, dedication, bullying and harassment, hiring and promotions and conflict management. An [action plan](#), completed in July, responds to the issues identified in the assessment. Work continues on implementation of the plan's goals and initiatives. I will be meeting with each group during the next 3 weeks to develop a plan that addresses the cultural assessment as well as developing a succession management plan.

County Administration takes Chief Stanley's allegations very seriously. We value every employee and strive to cultivate a safe and welcoming workplace throughout the county.

If there are any questions on this matter, please do not hesitate to contact me.

cc: David M. Rohrer, Deputy County Executive  
Elizabeth D. Teare, County Attorney  
Richard R. Bowers, Chief, Fire and Rescue Department  
Catherine Spage, Director, Department of Human Resources